

## **Olympia Food Co-op Board Meeting, Nov. 21, 2024, 6pm**

**Board Members Present:** Jim Hutcheon, Dave Toler, Ike Nwankwo, Ruth Brownstein, Federica Faggioli, Andie Giron, Anch Bergeson, Jennifern Faulknor, Jeni O'Connor

**Others Present:** Trudy Springer, Theo Hedderly-Smith

**Facilitator:** Dave Toler

**Notes:** Theo Hedderly-Smith

**Agenda:** Agenda stands

### **Statement of Purpose**

The purpose of the cooperative is to contribute to the health and well being of people by providing wholesome foods and other goods and services, accessible to all, through a locally oriented, collectively managed, not-for-profit cooperative organization that relies on consensus decision making. We strive to make human effects on the earth and its inhabitants positive and renewing, and to encourage economic and social justice. Our goals are to:

- Provide information about food
- Make good food accessible to more people
- Support efforts to increase democratic process
- Support efforts to foster a socially and economically egalitarian society
- Provide information about collective process and consensus decision making
- Support local production
- See to the long term health of the business
- Assist in the development of local community resources

### **Land Acknowledgment**

We are going to start the meeting today by taking a moment to honor the land and the people whose ancestors have been stewards of this unceded land since time immemorial. We acknowledge the contemporary communities of Squaxin Island, Nisqually and all the people of the Medicine Creek Treaty.

### **Member Comment**

Trudy Springer wants to know the status of land reparations. The process is ongoing. The key group that will work on this is being formed within the Advocacy Committee.

### **Commitments Review**

Ruth will take co-op committee assignments and make lists and assemble retreat goals - done  
Zomi's Kitchen round-up - done, Ruth has info for Corey about where the money needs to go  
Max will communicate with Fern and Tom - done

### **Staff Rep to Board Proposal**

Proposal 1: to add one additional Staff Rep to the Board

Proposal 2: to allow a non-staff Board Member to observe Collective Meetings

Requesting consent for first proposal, but not the second proposal at this time. The second proposal is in conversation within staff about how to establish an executive session.

Proposal 1: To create a position for an additional staff representative on the board starting Jan 1, 2026

Blocks: 0

Stand asides: 0

Consent: 8

Outcome: **Consent**

### **Staff reports**

Redwood says walk-through Monday of the Lansdale property.

All staff meeting with Kathy Fromme went really well! Good conversations.

Positive feedback from staff about new insurance coverage! 2025 is lookin good. Staff got their old 2023 benefits back through a new group plan, and then some!

### **Committee Reports**

#### Member Relations Committee

- the Annual meeting went well. Three hours seemed sufficient, there was plenty of food, sound equipment was great, music was excellent (better acoustics next year?), and setup and teardown went well. We discussed ways to improve it for next year.
- we discussed a few member complaint issues that filtered up to MRC. Mo and Resolution Team will follow up with these members.
- updated Tabling binders completed by Alejandro and set up at both stores
- Max & Corey will provide 2025 budget to the Board by Bd's Dec. meeting
- future work:
  - we'll update a protocol for handling customer complaints or queries in MRC and with the Resolution Team
  - we'll review results of the Membership Survey, then distill the questions/responses that have the strongest impetus for change and prepare them for the Board to consider. potential goal is to put some of these issues up for membership vote next Fall.

#### Community Sustaining Fund Liaison

- we received 9 applications
- CSF met to review & discuss each application this past Tues, 11/19
- we passed on 4\* of these Fall applications, so would have 5 to consider (\* one of these 4 was selected for an interview, but the candidate cannot attend the interview in person nor on Zoom; we chose to observe our interview attendance rule for consistency's sake.)
- each applicant is seeking the maximum grant of \$1500. that's \$7500 total.  
current CSF balance available for grants is **\$6,541.76**  
so we may be giving some grants less than the requested \$1500.
- we will hold the interviews this Sat, 11/23, of the 5 candidates. we'll make decisions and inform candidates of results the same day.

- after this grant cycle, CSF Board will focus on updating our grant application rules, and will discuss fundraising ideas (outside of the OFCo-op Round-up program)

#### Advocacy Committee

Considering new membership types, such as a high income membership

#### Expansion Committee

Things are going well - could be signing documents quite soon.

#### Discussion

When board members hold a place on committees, it is a committee of the board. Is there an expectation that board members on committees are representing the opinions of the entire board (like how the staff rep to the board is to represent the whole staff), or just their personal opinion? They don't really need to represent everyone. The purpose of a committee is so individual board members can go become experts on a topic rather than the entire board having to, and the monthly board meeting can take place more efficiently. These committees can't act alone - they still need to come back to the board for final decisions, and board members with other opinions can weigh in at that time.

#### DEI Update

Theo from Diversity, Equity and Inclusion CAT shares what the CAT has been up to since hiring Dr. Bre Haizlip in August, inviting the board to create their own contract. They are also invited to attend the All Staff meeting on January 22nd from 2pm - 5pm (start settling in at 1:30).

*Theo will connect Jim Hutcheon and Dr. Bre so they can further discuss a contract.*

#### Ruth's Notes from Board Retreat

##### Retreat Goals

- Rebuilding trust + transparency
- Evals (for board?) + code of conduct (Assess?)
- Coalition building/networking
- Member Relations! (i.e. engagement)

##### EXPANSION - Where are we going in the future?

- Capital campaign
- Resiliency hub
- Social media, partnerships, coalition-building?

##### Committee Assignments (from Oct 24 mtg)

Advocacy - Andie?, Dave, Jim, Harry

Board Dev. - Jim, Ruth, Miles

Capital Campaign - Dave, Jim, Ike, Mo, Redwood, Anch

Member Relations - Mo, Alejandro, Jennifern, Pat, Anch

Expansion - Ike, Dave, Jim, Kitty, Redwood, Anch?, Fern?

Personnel - Jim, Ruth, Ike, Ale, Bolo(?)

Finance - Dave, Jennifern, Kitty, Harry, Corey?, Lisa?

Local - Ruth, Miles, Max?

Board-Staff Relations (was task force, now committee) - Ruth, Jennifern, Jim, Erin

Co-Sound Liaison - Dave

CSF Liaison - Anch

Standing Hiring - Jennifern

Elections Taskforce (2025) - Ruth, Miles

### **Resilience Hub**

Dave Toler has been bringing this to the board for several months now and wants to shift into a defined effort. The board refers back to the Statement of Purpose. The goal is to establish a Resilience Hub at the eastside storefront to create a coalition of organizations in the local area. A Memorandum of Understanding (MoU) would be established with all other organizations in the coalition. The Hub would be property of the Olympia Food Co-op. Discussion of various local organizations and Dave's experience connecting with them. Discussion of the place of this Hub in the current political context. Dave is asking for consent on this Resolution, to create the Resilience Hub.

Blocks: 0

Stand Asides: 0

Consent: 8

Outcome: **Consent**

### **Approval of October Meeting Notes**

Blocks: 0

Stand Asides: 1 (Jeni O wasn't there)

Consent: 7

Outcome: **Consent**

### **Commitments**

*Theo will connect Jim Hutcheon and Dr. Bre so they can further discuss a contract.*

### **Meeting Evaluation**

Good meeting! Dave facilitated well. The parking sucks. Productive meeting with good timing. Anch will facilitate the next meeting, on Dec. 19th at 6pm.